

HR Professional Development Your Competitive Edge

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April 11, 2010



Professional Development

- **Insurance Industry**

- Focus on certifications and continuing education
 - Agents – licensing and continuing education
 - Home Office
 - Underwriting (Commercial & Personal Lines)
 - Claims (Commercial & Personal Lines)
 - Regulatory Compliance

HR Professional Development

- **Growth & change of the human resources profession**
 - Administrative
 - Operational
 - Tactical
 - Strategic Business Partner

HR Professional Development

- **Why should you do it?**
 - Challenge & growth
 - Personal satisfaction
 - Credibility
 - Skill development
 - Contribution to organization
 - Competitive advantage
 - Recognition by peers

HR Professional Development

- **How to get started**
 - What are your goals?
 - Career status
 - Educational experience
 - Current job responsibilities
 - Time

HR Professional Development

- **Certificate programs versus certification**

- Certificate is printed and presented to the participant at the end of attendance at a program to indicate course completion
- Certification is a designation from a certifying organization earned by completing a test or other evaluation tool

HR Professional Development

- **What avenue should you pursue?**
 - Human Resource Certification Institute
 - World at Work
 - International Foundation of Employee Benefit Plans
 - American Institute for CPCU & the Insurance Institute
 - Others?

Human Resource Certification Institute (HRCI)

- HRCI has awarded professional certification for more than 30 years
- SPHR – Senior Professional in Human Resources
- PHR – Professional in Human Resources
- GPHR – Global Professional in Human Resources
- CA State Certification

Human Resource Certification Institute (HRCI)

- **Total number of certified professionals
- 103,993**
- PHR: 58,362
SPHR: 43,651
GPHR: 854
PHR-CA: 164
SPHR-CA: 274
PHR/GPHR: 135
SPHR/GPHR: 542
SPHR-CA/GPHR: 11

Human Resource Certification Institute (HRCI)

- **PHR and SPHR exams assess a candidate's knowledge of**
 - Strategic management
 - Workforce planning and employment
 - Human resource development
 - Total rewards
 - Employee and labor relations
 - Risk management

Human Resource Certification Institute (HRCI)

- **Certification Exam Pass Rates**

- PHR – 59%
- SPHR – 52%
- GPHR – 57%
- CA Certification – 53%

World at Work

- Founded in 1955
- Provides practitioners with knowledge leadership to effectively implement total rewards – compensation, benefits, work-life, performance and recognition, development and career opportunities
- 30,000 members

World at Work

- Certified Compensation Professional (CCP)
 - Designation requires a passing score on nine examinations
- Certified Benefits Professional (CBP)
 - Designation requires a passing score on seven examinations
- Global Remuneration Professional (GRP)
 - Earned by passing eight examinations

World at Work

- Work-Life Certified Professional (WLCP)
 - Four work-life courses
 - Preparation can be via self-study, virtual classrooms or through universities and colleges
- Certified Sales Compensation Professional (CSCP)
 - New in March 2010

International Foundation of Employee Benefit Plans (IFEBCP)

- Partners with the Wharton School of the University of Pennsylvania – the only university developed curriculum in the benefits and compensation industry
- Established in 1977 to provide continuing education
- Over 11,000 program graduates

International Foundation of Employee Benefit Plans (IFEBCP)

- Certified Employee Benefit Specialist (CEBS)
 - 6 core course requirements
 - 2 elective course requirements
- Compensation Management Specialist (CMS)
 - 3 course requirements (subset of CEBS)

International Foundation of Employee Benefit Plans (IFEBCP)

- Group Benefits Associate (GBA)
 - 3 core course requirements (subset of CEBS)
 - 1 elective course requirement
- Retirement Plans Associate (RPA)
 - 3 core course requirements (subset of CEBS)
 - 1 elective course requirement

American Institute for CPCU and the Insurance Institute of America

- CPCU
- INS Series
- Introductory Courses (Underwriting, Claims, Property & Liability Insurance, Risk Management)

American Institute for CPCU and the Insurance Institute of America

- Associate in Information Technology (AIT)
- Associate in Accounting & Finance (AIAF)
- Associate in Management (AIM)
- Associate in Personal Insurance (API)
- Associate in Risk Management (ARM)
- Associate in Regulation & Compliance (ARC)
- ...and more!

HR Professional Development

- What are YOUR goals?
- Make a commitment to continuous development... and demonstrate it!
- The time is now and it is up to you!



Questions?